



To: School Committee
 From: Billie Jo Turner, Assistant Superintendent of Finance & Operations
 RE: Response to Motion: Salary Trends
 Date: April 7, 2019

This is in response to the motion made by Jacqueline Doherty at the 3/20/19 meeting: ***“Request the Superintendent provides the Committee with a report that examines salary trends in the Lowell Public Schools over the last five years and how we compare with similar and nearby school districts in MA.”***

Seeing increases to our “total teaching salaries” can be misleading if not studied or presented clearly. Large increases do not necessarily mean reckless generosity. Rather, large jumps could include column increases as teachers obtain degree advancement as required by this profession or step increases as teachers progress with levels of experience (See Attachment 1). Since teacher retention is very important to a school district, such incentives are necessary to attract and maintain a seasoned teaching staff. Other misleading factors could include timing issues with negotiations. For instance, after the UTL contract ended in FY13/14, negotiations occurred during both FY14/15 and FY15/16. Thus, there was a large spike in total salaries when retroactive raises were paid. Attachment 2, a summary provided by the City CFO to the City Council, shows a large increase due to retroactive payments (and settled grievances) in a year in which the teachers received a 0% increase. Another example of data that can be deceiving stems from split year raises. The perception is that teachers received a 3-3-3 raise in the last contract. When averaging the true amount of increases from FY16/17 to FY19/20, teachers will net closer to an average of 2% than 3% as an annual increase.

FY13/14	Contract Ended
FY14/15	Negotiations - No Raise
FY15/16	Settled contracts
FY16/17	Retro for two years paid
FY16/17	ZERO percent increase for this year
FY17/18	1% NET Increase for year (0% first half of year; 2% on January 1st)
FY18/19	Start this year 3% higher due to the 2% and then 1% last day

To avoid such confusing data/fluctuations, this teacher salary analysis was done based on DESE verified reports that show actual teacher average salaries. Per the data collected by DESE, Lowell Public Schools’ teacher salaries mirrored the state averages and growth. Attachment 3 shows three sheets of comparison between LPS and the state averages. The chart below summarizes the data on these sheets and reflects that our salaries have not exceeded the state averages.

	District		State	
FY 2013/14	\$	78,475	\$	73,966
FY 2014/15	\$	76,951	-2%	\$ 74,744 1%
FY 2015/16	\$	79,547	3%	\$ 76,656 3%
FY 2016/17	\$	79,969	1%	\$ 78,708 3%

Other misleading information includes the misconceptions due to the increase of overall number of teaching staff. This gives the impression that Lowell Public Schools is adequately staffed despite class sizes exceeding thirty. Since the state determines the minimum spending required for each district (known as the required Net School Spending), the increases provided by the state must be spent on the schools in order to comply with this minimum. Despite some increases to Chapter 70 over the years, we have reduced General Education teachers **since the increased funding has gone towards underfunded mandates and increased maintenance of effort costs**. For instance, Attachment 4 shows that General Education teachers have declined from 897.8 to 855 while Special Education teachers have increased from 118.3 to 171.4 in two years. The funding formula “assumes” a percent of total enrollment for its reimbursement for special education costs rather than using our actuals. Thus, we have to cut General Education costs to comply with these mandates (despite the underfunding caused by use of estimates rather than actuals) and afford the higher maintenance of effort costs charged by the City.

All in all, our state is one of the top in the nation with teacher pay. Fortunately, we acknowledge that teachers have one of the most important roles in our society and need to be paid enough to maintain their households while serving our students. Despite recognizing their importance, as an urban district we have not been able to afford the increases they deserve. Rather, we have merely mirrored state averages despite the difficulties our teachers face day to day with staff shortages, crowded classrooms and lack of supplies.

Increase due to experience

Increase due to degree advancement

Lowell Public Schools

Cost of Teachers by Step and Degree with Split Raises Included

	Bachelors	B15	Masters	M15	M30	M45	M60 CAGE	M75	Doctorate	
First Year	25	1	8	0	1	0	0	0	0	35
1st day	46,640	48,807	50,973	51,745	54,377	55,924	57,472	59,019	60,565	\$ 485,522.38
Midpoint	47,573	49,783	51,993	52,780	55,464	57,043	58,621	60,199	61,776	\$ 495,232.83
Cost	47,107	49,295	51,483	52,262	54,921	56,484	58,046	59,609	61,171	\$ 490,377.60
	1,177,669	49,295	411,863	0	54,921	0	0	0	0	\$ 1,693,747.35
Step 1	25	1	18	1	1	0	0	0	1	47
1st day	49,134	51,301	53,467	54,242	56,872	58,420	59,965	61,514	63,060	\$ 507,975.38
Midpoint	50,117	52,327	54,536	55,327	58,009	59,589	61,165	62,744	64,321	\$ 518,134.89
Cost	49,625	51,814	54,001	54,785	57,441	59,005	60,565	62,129	63,691	\$ 513,055.13
	1,240,634	51,814	972,026	54,785	57,441	0	0	0	63,691	\$ 2,440,389.32
	2,494	2,494	2,494	2,497	2,495	2,496	2,494	2,495	2,495	
	2,544	2,544	2,544	2,547	2,545	2,546	2,544	2,545	2,545	
	2,519	2,519	2,519	2,522	2,520	2,521	2,519	2,520	2,520	
Step 2	17	1	13	1	0	0	1	0	1	34
1st day	52,957	55,123	57,288	58,064	60,692	62,241	63,787	65,334	66,881	\$ 542,366.59
Midpoint	54,016	56,225	58,434	59,225	61,906	63,486	65,063	66,641	68,219	\$ 553,213.92
Cost	53,486	55,674	57,861	58,644	61,299	62,863	64,425	65,987	67,550	\$ 547,790.25
	909,268	55,674	752,195	58,644	0	0	64,425	0	67,550	\$ 1,907,756.26
	3,823	3,822	3,822	3,822	3,820	3,820	3,822	3,820	3,822	
	3,899	3,898	3,898	3,898	3,897	3,897	3,898	3,897	3,898	
	3,861	3,860	3,860	3,860	3,858	3,858	3,860	3,858	3,860	
Step 3	17	4	16	2	2	0	0	0	0	41
1st day	55,992	58,159	60,324	61,099	63,731	65,278	66,823	68,370	69,916	\$ 569,690.95
Midpoint	57,111	59,322	61,531	62,321	65,005	66,584	68,159	69,738	71,315	\$ 581,084.77
Cost	56,551	58,740	60,928	61,710	64,368	65,931	67,491	69,054	70,615	\$ 575,387.86
	961,375	234,961	974,841	123,419	128,736	0	0	0	0	\$ 2,423,332.29
	3,035	3,036	3,036	3,035	3,039	3,037	3,036	3,036	3,035	
	3,095	3,097	3,097	3,095	3,099	3,098	3,097	3,097	3,095	
	3,065	3,066	3,066	3,065	3,069	3,068	3,066	3,066	3,065	
Step 4	9	0	23	7	3	0	3	0	0	45
1st day	59,288	61,455	63,618	64,391	67,022	68,570	70,117	71,664	73,213	\$ 599,339.42
Midpoint	60,474	62,684	64,891	65,679	68,363	69,941	71,519	73,098	74,677	\$ 611,326.21
Cost	59,881	62,070	64,255	65,035	67,693	69,255	70,818	72,381	73,945	\$ 605,332.82
	538,930	0	1,477,857	455,248	203,078	0	212,454	0	0	\$ 2,887,566.57
	3,297	3,297	3,294	3,293	3,292	3,292	3,294	3,294	3,297	
	3,363	3,363	3,360	3,359	3,357	3,357	3,360	3,360	3,363	
	3,330	3,330	3,327	3,326	3,325	3,325	3,327	3,327	3,330	
Step 5	11	1	34	7	8	0	2	0	1	64
1st day	62,327	64,494	66,658	67,433	70,063	71,611	73,159	74,705	76,251	\$ 626,701.20
Midpoint	63,573	65,784	67,991	68,781	71,465	73,043	74,622	76,199	77,776	\$ 639,235.22
Cost	62,950	65,139	67,325	68,107	70,764	72,327	73,891	75,452	77,014	\$ 632,968.21
	692,450	65,139	2,289,044	476,748	566,112	0	147,782	0	77,014	\$ 4,314,288.20
	3,039	3,039	3,040	3,041	3,041	3,041	3,042	3,041	3,039	
	3,099	3,099	3,101	3,102	3,102	3,102	3,103	3,102	3,099	
	3,069	3,069	3,070	3,071	3,071	3,071	3,073	3,071	3,069	
Step 6	9	4	37	19	6	0	2	0	1	78
1st day	65,367	67,534	69,698	70,471	73,102	74,650	76,199	77,746	79,292	\$ 654,059.23
Midpoint	66,674	68,884	71,092	71,880	74,564	76,143	77,723	79,301	80,878	\$ 667,140.41
Cost	66,020	68,209	70,395	71,176	73,833	75,397	76,961	78,524	80,085	\$ 660,599.82
	594,182	272,835	2,604,615	1,352,340	442,997	0	153,922	0	80,085	\$ 5,500,976.71
	3,040	3,040	3,040	3,039	3,039	3,040	3,040	3,041	3,041	
	3,101	3,101	3,101	3,099	3,099	3,101	3,101	3,102	3,102	
	3,070	3,070	3,070	3,069	3,069	3,070	3,070	3,071	3,071	
Step 6a	5	1	37	10	7	0	3	0	0	63
1st day	69,166	71,333	73,498	74,271	76,902	78,451	79,998	81,544	83,090	\$ 688,253.65
Midpoint	70,549	72,759	74,968	75,757	78,440	80,020	81,598	83,175	84,752	\$ 702,018.73
Cost	69,857	72,046	74,233	75,014	77,671	79,235	80,798	82,360	83,921	\$ 695,136.19
	349,286	72,046	2,746,634	750,141	543,699	0	242,394	0	0	\$ 4,704,200.97
	3,799	3,799	3,800	3,800	3,800	3,799	3,799	3,798	3,798	
	3,875	3,875	3,876	3,876	3,876	3,876	3,875	3,874	3,874	
	3,837	3,837	3,838	3,838	3,838	3,838	3,837	3,836	3,836	
Step 7	10	0	28	9	17	0	10	0	1	75
1st day	72,965	75,130	77,297	78,072	80,703	82,251	83,797	85,343	86,889	\$ 722,448.08
Midpoint	74,424	76,633	78,843	79,633	82,317	83,896	85,473	87,050	88,627	\$ 736,897.04

Attachment 1

Cost	73,694	75,882	78,070	78,852	81,510	83,074	84,635	86,197	87,758	\$	729,672.56
	736,944	0	2,185,973	709,672	1,385,663	0	846,352	0	87,758	\$	5,952,362.33
	3,799	3,798	3,799	3,800	3,800	3,800	3,799	3,799	3,799		
	3,875	3,874	3,875	3,876	3,876	3,876	3,875	3,875	3,875		
	3,837	3,836	3,837	3,838	3,838	3,838	3,837	3,837	3,837		
Step 8	13	3	80	47	31	10	20	0	1		205
1st day	74,714	76,880	79,047	79,822	82,452	84,002	85,547	87,093	88,639	\$	738,197.28
Midpoint	76,209	78,417	80,628	81,418	84,101	85,682	87,258	88,835	90,412	\$	752,961.22
Cost	75,461	77,648	79,838	80,620	83,277	84,842	86,403	87,964	89,526	\$	745,579.25
	980,999	232,945	6,387,031	3,789,135	2,581,583	848,421	1,728,051	0	89,526	\$	16,637,690.90
	1,750	1,749	1,750	1,750	1,750	1,751	1,750	1,750	1,750		
	1,785	1,784	1,785	1,785	1,785	1,786	1,785	1,785	1,785		
	1,767	1,767	1,767	1,767	1,767	1,768	1,767	1,767	1,768		
Step 8b	8	0	45	24	37	1	26	0	3		144
1st day	76,664	78,831	80,996	81,771	84,403	85,952	87,497	89,042	90,589	\$	755,745.45
Midpoint	78,198	80,408	82,616	83,407	86,091	87,671	89,247	90,823	92,400	\$	770,860.36
Cost	77,431	79,619	81,806	82,589	85,247	86,811	88,372	89,933	91,494	\$	763,302.90
	619,448	0	3,681,286	1,982,131	3,154,150	86,811	2,297,670	0	274,483	\$	12,095,979.34
	1,950	1,951	1,949	1,949	1,951	1,950	1,950	1,949	1,949		
	1,989	1,990	1,988	1,988	1,990	1,989	1,989	1,988	1,988		
	1,970	1,971	1,968	1,969	1,970	1,969	1,969	1,968	1,969		
Step 9	13	3	27	27	39	0	33	0	4		146
1st day	78,614	80,781	82,947	83,719	86,351	87,900	89,445	90,992	92,539	\$	773,287.69
Midpoint	80,186	82,397	84,605	85,394	88,078	89,658	91,234	92,812	94,390	\$	788,753.45
Cost	79,400	81,589	83,776	84,556	87,215	88,779	90,340	91,902	93,464	\$	781,020.57
	1,032,196	244,767	2,261,953	2,283,023	3,401,380	0	2,981,204	0	373,857	\$	12,578,377.92
	1,949	1,950	1,950	1,948	1,948	1,948	1,948	1,950	1,950		
	1,988	1,989	1,989	1,987	1,987	1,987	1,987	1,989	1,989		
	1,969	1,970	1,970	1,968	1,968	1,968	1,968	1,970	1,970		
Step 9b	17	0	15	1	17	0	24	1	2		77
1st day	80,575	82,742	84,909	85,681	88,314	89,861	91,407	92,954	94,500	\$	790,942.23
Midpoint	82,187	84,396	86,607	87,394	90,080	91,658	93,235	94,813	96,390	\$	806,761.08
Cost	81,381	83,569	85,758	86,538	89,197	90,760	92,321	93,883	95,445	\$	798,851.65
	1,383,473	0	1,286,373	86,538	1,516,350	0	2,215,695	93,883	190,890	\$	6,773,201.88
	1,962	1,960	1,963	1,962	1,963	1,962	1,962	1,962	1,962		
	2,001	2,000	2,002	2,001	2,002	2,001	2,001	2,001	2,001		
	1,981	1,980	1,982	1,981	1,982	1,981	1,981	1,981	1,981		
Step 10	9	1	7	5	9	0	8	0	0		39
1st day	82,537	84,703	86,870	87,642	90,274	91,824	93,368	94,914	96,461	\$	808,592.65
Midpoint	84,187	86,397	88,607	89,395	92,080	93,660	95,235	96,813	98,390	\$	824,764.50
Cost	83,362	85,550	87,738	88,519	91,177	92,742	94,302	95,864	97,425	\$	816,678.57
	750,257	85,550	614,168	442,593	820,594	0	754,414	0	0	\$	3,467,575.92
	1,962	1,962	1,960	1,962	1,960	1,963	1,962	1,960	1,960		
	2,001	2,001	2,000	2,001	2,000	2,002	2,001	2,000	2,000		
	1,981	1,981	1,980	1,981	1,980	1,982	1,981	1,980	1,980		
Step 10b	4	0	4	0	1	0	2	0	0		11
1st day	84,737	86,906	89,071	89,844	92,476	94,024	95,568	97,117	98,662	\$	828,404.42
Midpoint	86,432	88,644	90,853	91,641	94,325	95,905	97,479	99,059	100,635	\$	844,972.51
Cost	85,584	87,775	89,962	90,742	93,401	94,965	96,523	98,088	99,649	\$	836,688.47
	342,338	0	359,847	0	93,401	0	193,046	0	0	\$	988,631.93
	2,201	2,203	2,202	2,202	2,202	2,201	2,199	2,203	2,202		
	2,245	2,247	2,246	2,246	2,246	2,245	2,243	2,247	2,246		
	2,223	2,225	2,224	2,224	2,224	2,223	2,221	2,225	2,224		

Provided by City CFO to City Council

Salary - Actuals	FY15/15	FY16/16	FY17/17	FY18/18
	2015	2016	2017	2018
School Executives	\$ 719,317	\$ 675,586	\$ 838,743	\$ 842,430
Principals	\$ 2,875,719	\$ 3,010,034	\$ 3,292,480	\$ 3,080,731
LSAA - Admins	\$ 16,339,284	\$ 16,311,251	\$ 17,628,582	\$ 17,867,495
UTL - Teachers	\$ 69,581,779	\$ 70,802,424	\$ 78,288,058	\$ 79,584,897
UTL - Paraprofessionals	\$ 8,740,036	\$ 8,956,568	\$ 9,831,395	\$ 11,343,340
SEIU - Library Aids	\$ 324,506	\$ 320,528	\$ 328,273	\$ 271,633
SEIU - School Clerks	\$ 2,658,724	\$ 2,703,814	\$ 2,792,956	\$ 2,774,006
UTL - Cafeteria Workers	\$ 2,079,912	\$ 2,032,578	\$ 2,115,652	\$ 2,080,747
UTL - Custodians	\$ 3,775,429	\$ 3,900,491	\$ 3,815,795	\$ 3,845,246
Grand Total	\$ 107,094,704	\$ 108,713,275	\$ 118,931,934	\$ 121,690,527
Increase over prior year		\$ 1,618,571	\$ 10,218,659	\$ 2,758,593

Attachment 2

Massachusetts School and District Profiles
Lowell**Teacher Salaries (2014-15)**

	District		State	
	2014	2015	2014	2015
Salary Totals	\$78,429,627	\$78,519,951	\$5,024,381,840	\$5,182,980,704
Average Salary	\$78,475	\$76,951	\$73,966	\$74,744
FTE Count	999.4	1,020.4	67,928.5	69,343.6

Massachusetts School and District Profiles

Lowell

Teacher Salaries (2015-16)

	District		State	
	2015	2016	2015	2016
Salary Totals	\$78,519,951	\$80,861,650	\$5,182,980,704	\$5,338,436,853
Average Salary	\$76,951	\$79,547	\$74,744	\$76,656
FTE Count	1,020.4	1,017.0	69,343.6	69,641.0

Massachusetts School and District Profiles
Lowell**Teacher Salaries (2016-17)**

	District		State	
	2016	2017	2016	2017
Salary Totals	\$80,861,650	\$84,278,408	\$5,338,436,853	\$5,479,401,092
Average Salary	\$79,547	\$79,969	\$76,656	\$78,708
FTE Count	1,017.0	1,054.0	69,641.0	69,617.0

Massachusetts School and District Profiles**Lowell****Teacher by Program Area Report by Full-time Equivalents (2016-17)**

	District	State
General Education	897.8	60,477.4
Special Education	118.3	8,292.8
Career Vocational Technical	1.0	1,897.2
English Language Learner	30.8	1,422.6
Totals	1,047.9	72,090.0

Attachment 4

Massachusetts School and District Profiles

Lowell

Teacher by Program Area Report by Full-time Equivalents (2017-18)

	District	State
General Education	869.0	61,534.5
Special Education	178.3	8,152.6
Career Vocational Technical	0.0	2,022.1
English Language Learner	18.6	1,710.5
Totals	1,065.9	73,419.7

Attachment 4

Massachusetts School and District Profiles

Lowell

Teacher by Program Area Report by Full-time Equivalents (2018-19)

	District	State
General Education	855.3	61,681.1
Special Education	171.4	8,460.7
Career Vocational Technical	0.0	1,995.6
English Language Learner	26.2	1,740.6
Totals	1,052.9	73,878.0

Attachment 4